

Employee Files a Formal Complaint
The Office of Civil Rights (OCR) issues the Letter of Acceptance/dismissal to the agency and the complainant and representative

CREC Specialist

- Documents Receipt of formal
- Reviews the written complaint –Offers ADR
- Complaint from OCR
- Assigns case for investigation to contract investigative firm
- Reviews the completed Report of Investigation for sufficiency
- Distributes the Report of Investigation to the Complainant/Attorney or Representative, for election of EEOC hearing/Final Agency Decision
- Analyzes the Report of Investigation
- Negotiation complaint resolution, if appropriate

The complaint must be investigated 180 days from the date of the initial complaint filing

CREC Mgmt Analyst

- Arranges for payment of the contract investigator

The complainant has 30 days from the receipt of the ROI to elect either EEOC hearing or a FAD, if no election is made a FAD will be automatically render

EEOC Hearing
Hearing election is provided by complainant to both EEOC and CREC office

Final Agency Decision (FAD) Final Agency Decision election is provided by complainant to the CREC office

